



**PENFIELD EDUCATION ASSOCIATION**  
*United in Excellence*

# The Broadside

## REMINDERS AND UPCOMING EVENTS:

- **March 8th: Big Brothers/Big Sisters Bowl-a-Thon at Clover Lanes**
- **March 21st: Member Benefits Fair, 3:00-5:30 PM at Shadow Lake**



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## Sonia's Message

I hope the holidays brought you much happiness and gave you time to take a well-deserved break.

I know that this will sound odd but I am really looking forward to our upcoming negotiations. I know that there is much to do for our team as we finalize our preparations, but it is also an exciting time. I am optimistic that we can negotiate a fair contract for all of our members.

Last night at the School Budget Advisory Team meeting hosted by Superintendent Grimm, we were told that the District is, "not interested in cutting programs or cutting people." Furthermore, short-term financial projections look better for the District than they did two years ago at this time. This is welcome news for our members and also for us heading into negotiations.

Two weeks ago, eight members of our PARC team participated in the NYSUT Negotiations Conference and are armed with loads of new information to help us negotiate a fair contract for the PEA. We participated in the Monroe County Federation of Teachers Round Table which focused on negotiations. I helped to plan and facilitate this work, so that we can hear from others in the area what hot topic issues are being brought up by Districts in current negotiations. This is extremely important, so we can be prepared in the weeks ahead. I am also working with other local presidents to get us the most updated informational charts possible beyond what NYSUT provides us. Learning from them and working with them will be a real asset to

us in the upcoming round at the negotiations table. I think I speak for the group when I say that the day was well spent and full of information for us all.

In our participation on the Rochester Area Schools Health Plan (RASHP) Consortium, I recently learned that the consortium found \$10 million dollars that they did not realize we had. The RASHP Board has two options (1) to refund the money to districts or (2) to reduce health care increases over the next 3 to 4 years. The group will vote on this at its next meeting. My worry if the group picks the first option is that union members and their families will never see the money. As a voting member of this board, my wish and my vote will go to cutting future health benefit costs in a way that benefits members and does not shock the system or our wallets in a few years when that money runs out. Again, this is more good news for us heading into negotiations and I will keep you posted as things progress with RASHP.

We want to remind members to check their personal email accounts for updates and be sure to read the monthly Talking Points that are shared at your building level meetings. Also, please look for additional information about negotiations in the Broadside and through email blasts. Be sure to review this material, so you know what is going on.

We want to thank you for your input on the negotiations process thus far. If you still have ideas, it is not too

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## Sonia's Message (Continued)

late to submit proposals to be considered for inclusion in these negotiations. Please give this additional information to one of the PARC representatives in your building. This is your opportunity to propose changes or to submit new ideas to improve working conditions here in Penfield. The PARC Chair and I will continue to meet with small groups to gather more input. So far, we have met with small groups of representatives from among our members: nurses, psychologists and counselors. We plan to meet and gather input from other groups in the future: coaches, department chairs, and other leaders. If you or a small group of members want to share a particular need or idea with us, please contact Renee Yandow and we can get a meeting set up after February Recess.

PARC Chair, Renee Yandow and the PARC team have been hard at work for some time organizing past survey information. The PARC team is well aware that your two primary interests in this negotiation are (1) salary and (2) health care benefits. Beyond that our main focus areas are (3) workload, (4) stipends, and (5) contract equity for all our members. We are working on a host of other issues but these seem to be the ones that will demand the most time, effort and research to draft fair solutions for the membership. In the weeks ahead, they will begin preparing proposals for our negotiations team to take to the negotiating table.

Right now, I have been talking briefly with the Superintendents about what the upcoming negotiation will look like. As it stands now, various members of the District negotiations team will be travelling in the two weeks after February Recess so unfortunately, we will not start negotiating at the end of February as we had originally planned. I know that some members want to make sure that we have enough time to settle a contract by the end of the school year. The District and the Association are discussing the possibility

of "going away" to negotiate at a nearby hotel for a few days so that we can all focus on the negotiation and make solid progress quickly. If we do this, we would only do this once we are at a point where both sides are fully prepared to settle down for the work and conversation that this would entail.

There are times in the history of the PEA that this has been done before and if we do "go away" to negotiate, I think we will get the negotiation finished sooner than if we tried to negotiate the contract over several meetings. As such, I hope that this will alleviate any membership concerns about when we will finish negotiating. I want to mention that our goal is always to try to finish by the end of a school year but our primary goal is to obtain a fair agreement no matter how long that takes.

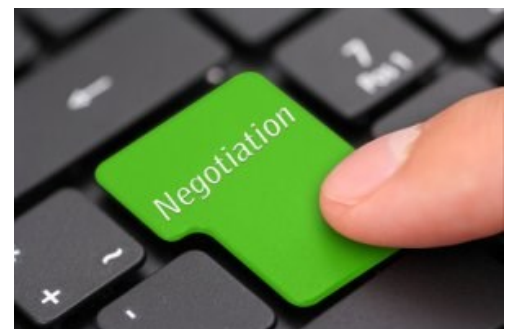
We want to reassure our members that before we settle in to the bulk of the negotiation, the team will host a general meeting to help update members and share our plan going into negotiations and to continue to gather feedback and direction from the membership.

We are aware how important this contract negotiation is to each of you and we will share more information as things progress.

Once again, Happy New Year to everyone and I hope you enjoy another restful break next week.

In Solidarity,

Sonia



## A Message from PEA Vice President, Russ Byer

### NYSUT Representative Assembly –The Process

The NYSUT Representative Assembly is the supreme governing body of NYSUT. Elected delegates from locals all around the State assemble together for 3 days to discuss, debate, and vote on resolutions and amendments which detail the positions of NYSUT in the coming year and beyond.

In the past the P.E.A. has brought forward resolutions to the RA. This year is no different.



It all begins with a local, group of locals or the Board of Directors proposing a resolution. Locals discuss and share ideas regarding decisions facing education and write resolutions to be decided upon at the RA. The resolution is submitted usually around the January before the RA. In the spring an issue of NYSUT United is published and sent out to all members highlighting the RA including all the resolutions, amendments and elections. Each resolution placed into a category, such as Legislative Issues, or Health Issues. Each of these categories goes to a committee. Prior to the RA, delegates choose committee assignments. The committees discuss, and debate the merits, and wording of the resolutions. The committee makes a recommendation to the general assembly. This recommendation is non-binding but the committee process helps expedite the general assembly. They also prioritize the resolutions coming out of their committee, this is the order in which they will be submitted to the "floor" (the general assembly of all delegates) for additional debate and ultimately a vote. The entire process on the floor is governed by Roberts Rules.

In December, the Executive Committee voted to support 3 resolutions. They will likely appear in the Educational Issues committee. The three resolutions are titled:

"Support for Opt-Out Movement"

"Analyze the Common Core"

"Truth about the Modules"

The full text of these resolutions is available from your building reps.

The Representative Assembly is the democratic process in action. This years RA is in NYC from April 4<sup>th</sup> – 6<sup>th</sup>. In two years, the RA is scheduled to be in Rochester. I encourage all members to stop by as visitors (or as delegates since we will have another election before then) to experience the process.

## Professional Advancement and Research Committee (PARC) Update



The PARC Team continues to review the data we have received thus far from the membership and will be looking to turn those ideas into proposals for negotiations. The PARC committee is encouraging members to continue to provide us with any feedback and/or solutions to current contractual issues; as well as any items you would like to see added to the contract. Please email your PARC representatives.

Our other focus continues to be to educate members on some of the basics of negotiations and create opportunities to strengthen our membership.

We would encourage members to volunteer and/or participate in planned activities. Your participation will send a message to the district that we are strong; and a message to our community that we care!

If you are wondering how you might become more involved please talk with your building representatives.

***Wishing you a safe, relaxing, holiday break!***

**Renee Yandow,  
PARC Committee Chair**

## Message from PEA Treasurer, Michael Pray



Dear Fellow PEA Members,

In this article of the Broadside I would like to touch on the Benefits Fair, why you should join NYSUT, and participation in a world of overwhelming opportunity.

This year's PEA Benefit's Fair will take place on **Friday March 21st from 3 to 5:30 at Shadow Lake Golf Club** on Five Mile Line Road - minutes from everywhere!! The first of three flyers has already come to your personal emails- if you don't have a personal email on file with the PEA, please consider establishing one with the PEA Secretary, Liz Brown- and you will start to see these posted around your schools.

Much like last year, the Fair will consist of vendors of variation from financial planners to Benefit Resources to health clubs. There will be a cash bar, finger foods, raffles, and door prizes as well as some special things from your PEA. The Fair was a rousing success last year and I hope to repeat the experience

Speaking of benefits. . . I was recently asked by a new member, "why should I join NYSUT?" An excellent question and one that sparked me to do a bit more investigation that I probably wouldn't have done without the inquiry. So, here's to you potential new member- you know who you are!, thank you for being thoughtful in your decisions and making me a better member and officer!

First off, to clarify, the moment you sign any sort of district job acceptance and you are put on the payroll, you have joined PEA/NYSUT and dues will be deducted accordingly. This is because all the benefits, salary, and job parameters you receive have been negotiated for you by the PEA- both past and present. In addition, your salary/payroll status signifies that the PEA now has a responsibility to represent you in all matters related to your employment- there is a cost inherent in that representation.

Given that, the following are a few of the things you, as a NYSUT member, SHOULD take advantage of:

- ♦ Vote on all matters that concern your PEA
- ♦ Hold office in your PEA
- ♦ Use your NYSUT card for a wide variety of discounts at such places as Apple, Dell, Bookstores, museums, car rental agencies, etc. As a matter of practice, you should always ask if there is a NYSUT discount!
- ♦ NYSUT Social Services Department: Are there to help members with all manner of social services from counseling to help with social programs to finding a good home for your aging parents.
- ♦ NYSUT Learning Trust: A program to take courses and classes at a much discounted price than you would normally pay through the educational institution.
- ♦ NYSUT Legal: There to help members with all manner of job/work related legal issues from referrals, to counsel, to representation.
- ♦ NYSUT Benefits: Members enjoy discounts and membership regarding such things as insurance, rentals, vacation planning, and much more- see Don at the Benefits Fair.
- ♦ Dues money goes into legislative initiatives concerning work environment and safety, testing, contract enforcement, LRS counsel and representation, negotiations, education, curriculum, and support and/or protection concerning state mandates of education.

All this and more at <http://www.nysut.org>

Lastly, I would like to acknowledge all the work that is done by you, the PEA members, as a matter of course as you trudge, walk, or skip through your daily efforts as a teacher or nurse in this district. It is hard work and leaves little time for "just one more thing".

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## Message from PEA Treasurer, Mike Pray (Continued)

However, being a member of an organization such as our PEA offers both a right and a responsibility. Your rights are to have your contract followed, to be ably represented, to be treated with respect both by the district and the Union, to have due process followed, to have your legal rights upheld.

These rights are somewhat hard pressed to be executed without the responsibility part. Here are a couple quotes that struck home with me:

*"It is not only for what we do that we are held responsible, but also for what we do not do."* Jean Baptiste Poquelin Moliere; playwright.

I like this because often times I do "just one more thing". Its hard needed. We need members willing member did "just one more thing" staggering. So, volunteer to organize the word, offer an opinion, voice After all, the Grand Canyon wasn't single drops and small rivers doing

Finally, "You can pretend to care, George L. Bell; Civil Leader; Fa-



find myself exhausted and asked to to say "yes" but that is exactly what is to do "just one more thing". If every the power of our Union would be ize an event, help copy flyers, spread your concerns, read your contract. created by a tsunami of water but by "just one more thing."

but you can't pretend to show up." ther of Eight.

Do you care about a fair contract? Do you care about the power your Union holds within the District? Do you care how you are treated as an individual, as a teacher, as a Union member? Do you care about the people working next to you? Do you care about salaries, insurance, testing, due process, State mandates? Do you care how your PEA dues are being spent?

For most of us the answer to all these things is a resounding "YES" but, as Mr. Bell might say, actions speak louder than words. Try, hard, to attend to your Union and your Union's events. Show up in mass to vote for your contract. Show up and participate in your buildings PEA meetings. In short, show the district that our Union isn't just a bunch a people who care, it's a bunch of people who will show up.

Thank you and have a great day!

Sincerely,  
Mike

## Message from PEA Secretary, Liz Brown

### Bowling for a Cause (And for a little Fun!)

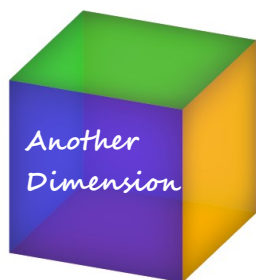
Do you love a little healthy competition? Enjoy free pizza? Better yet, how about supporting an outstanding organization that better the lives of children right here in our community? Well, we have just the opportunity for you! Come join your fellow PEA members as we bowl to raise money for Big Brothers, Big Sisters of Greater Rochester in their annual Bowl for Kid's Sake event.

We will be joining together with many other local companies and businesses on Saturday, March 8<sup>th</sup> at Clover

Lanes on Monroe Ave in Pittsford. All you need to do is round up 3 or 4 colleagues, and choose a time slot- either 12:30-2:30, or 3:30-5:30! Then just email the names and the time slot you selected to: [peasecretary@gmail.com](mailto:peasecretary@gmail.com). We will handle the registration process for you! Each bowler will then just need to raise \$50 in donations. This may sound like a bit of a pain- but last year I put the link up on my FaceBook page and called a few relatives, and raised over \$700 without much effort at all! The BBBS donation page makes on-line donating secure and very easy.



If you're interested, please have all the information (including bowler first and last names, building, and desired time slot) to me **by Friday, February 14<sup>th</sup>** so that I can work on the registration over break. This is a fantastic opportunity for the PEA to get involved with our surrounding community and to do something positive for children. We hope to see many of you there! And a big THANKS to those of you who have already signed up!



## PHS English Teacher Becomes Published Author



Edgar Alan Poe had it easy - at least when it came to getting his work published.

The same cannot be said for the multitude of aspiring authors today. It is no small feat to get published, and when you do, it's a big deal. A really big deal.

You could say that **Deb Miller-Collins** hit the jackpot, but no luck was involved in this endeavor. She's been writing for as long as she can remember. She entered a writing contest last year, and when she was contacted regarding her 3<sup>rd</sup> place win, she was more than elated. But as a 3<sup>rd</sup> place winner, her work was still not slated to be published.

Not unlike many of her short stories, she actually wrote her story several years ago. "Call, Talk, Lock" is a short story about two people who meet over an odd set of circumstances and discover they are mourning the loss of the same person. Slowly they discover that they share other similarities, chiefly their fear/reluctance to participate fully in their lives—which is intensified by the paralysis that grief has caused each of them. The spark that gets them on with living again is, ironically, the 9/11 tragedy.

The contest was sponsored by Spark Anthology, an up and coming publishing house which is unique among its peers. They provided Deb with constructive feedback about her work. She revised her story and re-submitted it to another division within the company and it was picked up. You can

read Deb's first published work in the October/November 2013 edition of the anthology.

But wait, there's more. Deb is also being published in February! This time, the story is about a young woman searching for a positive female role model in a male-dominated society. "The Straight Woman's Guide to Feminism" will be featured online at Empty Sink Publishing ([www.emptysinkpublishing.com](http://www.emptysinkpublishing.com)). Notified in only 13 days, this acceptance letter came a lot faster than the usual 3 to 4 months. Of this piece she says that she had sent it out to many publishers in the past with no luck. Many fellow writers recommended she drastically alter the story, but Deb stood firm. She knew in her heart what she wanted the story to communicate, and she wasn't budging. The people at Empty Sink got what she was trying to say.

By no means was Deb's journey to becoming a published author a short one. Writers will tell you that the numbers of rejections received are like badges of courage. Undaunted (mostly), Deb sees rejections as a good thing because they mean you're actively writing.

Her advice for writers who want to start down the path of getting published is to first join a writing group. If none exist nearby, an online community called Scribophile.com offers a great venue to have your own work evaluated by peers. It works on the "karma points" system, where members earn points needed to have their

work critiqued by critiquing the work of others.

Another great tip is purchasing a membership to Duotrope.com which not only provides a database of existing publishing companies, but it also allows you to track and follow your submissions. For a nominal fee, this is an invaluable tool considering the come-and-go nature of publishing houses and the myriad of submission specifications for each one.

Her words of wisdom include staying true to your story (while still remaining open to revising) and following your bliss. Of her role as an English teacher, Deb says, "Teaching writing helps me improve my own writing, and doing my own writing helps me teach it." We hope Deb continues to help her students find their own voices on paper for a very long time.

This "Another Dimension" column was first created in the Broadside in the 1970's and we're bringing it back! Do you do something outside of school that members might be surprised to know?

Contact Sue Mietus  
Broadside Editor

## NYSUT Negotiations Conference Held in Downtown Rochester: February 1st, 2014

In preparation for our upcoming negotiation, members of PARC attended the 2014 NYSUT Rochester Regional Office Annual Negotiations Conference. The group attended a welcome breakfast with Brian Bennett from NYSUT's Research and Ed Services Department who provided an overview of the state's fiscal picture, the Governor's proposed budget and NYSUT's priorities. Following the morning sessions, we were all brought back together for Lunch where NYSUT celebrated area teachers who recently obtained their National Board Teaching Certification!

The workshop offerings were as follows:

### Collective Bargaining Basics—

**Sessions 1 & 2** We joined others who are new (or relatively new) to the process and learn about the basics; from forming a team, developing proposals, conducting bargaining sessions, to eventual agreement and ratification. Session will include an overview of common negotiations terms: rollover, "tiering," mandatory subjects, ground rules, etc.

**Local Finances** This workshop was designed specifically for new and experienced local treasurers and other union officers. Taking the mystery out of record keeping and reporting, participant's learned how to make their job easier and save hours of valuable time. Topics included Preparing Financial Statements, Membership Reporting, Federal Reporting Requirements, Cash Management, Local Insurance, Local Audits, and Financial Controls.

**Negotiating Terms & Conditions of Employment in the Age of APPR, SLOs, & Common Core** -This workshop focused on reviewing & negotiating the impact on contractual terms and conditions of employment related to teacher evaluations and observation, SLOs, composite scores, state assessments, Common Core, etc. In addition participants examined some promising ideas being implemented regionally concerning subcomponent Growth 20, and SLOs.

**Taylor Law Process: Impasse, Mediation and Fact-finding** When negotiations grind to a halt, what is the procedure to gain a settlement? Participants who attended this session learned the procedures for public education bargaining under the Public Employment Relations Board (PERB): declaring impasse, working with a mediator, proceeding to fact-finding and super conciliation if necessary. They heard from locals who have experienced this process: how they communicated with members, what information can be shared, and any other insights they chose to share.

**What Do The Numbers Mean?** This session addressed questions about: Salary Schedules, Raises vs. Increased Health Contributions, How Settlement Money is Distributed and Longevity Payments.

**Affordable Care Act (ACA) What Now?** Participants learned about the specific provisions of the ACA that may affect negotiations and your members. It was a general overview of the law; but a focus on the parts of the ACA that most directly affect you at the bargaining table.

**What Happens When the Money Runs Out?** Because of the 2% tax cap and the other costs which are not restrained by the cap, districts sometimes come to the table pleading, "We have no money to make a deal. In fact, we can't even cover our existing costs." This workshop addressed the fiscal issues facing school districts and the type of information needed to determine the actual fiscal condition of school districts.



**Negotiations Beyond the Table** Negotiations issues reach beyond the table and do not stop at the conference room door. Successful negotiations must include both our members and the community. This two-session workshop provided locals with the tools to evaluate their union's standing with its members and the school community. The second part of this workshop focused on the planning and budgeting necessary to plan for a successful campaign.

### SRP Negotiations Issues (SRPs) (Kathy)

-Participants learned about Bargaining issues specific to SRPs: "Living Wage" campaign; negotiating for different titles (clerk, drivers, maintenance, etc); and how to use data from other SRP units; working towards an equitable agreement; identifying BOCES SRP bargaining.

### MCFT Negotiations Roundtable (MCFT Members) (Sonia, Tracy, Renee)-

Monroe County Federation of Teachers locals compared key negotiations data related to salaries, benefits, impasse strategies, and other bargaining matters common to Monroe County districts.

**Dealing with Issues "in between" Contract Negotiations (Linda, Sue, Hope, Randy)**-Away from the negotiations table there are always issues that need to be addressed with the District. This workshop discussed different mechanisms, such as labor management committees and Memoranda of Agreement, for dealing with labor, personnel and contractual issues after the contract has been settled.

This was a very informative conference providing us with much to think about as we prepare for negotiations; and we all had a great time meeting and sharing strategies and information with other districts. We are also looking forward to sharing this information with the membership and various PEA committees in the upcoming weeks.

**Submitted by: Renee Yadow,  
PARC Chair**



## A Different Perspective: School Counselors Tackle Tough Issues

### Elementary School Counselors See the Potential in their Students

Elementary Counselors work with students who often have significant concerns. Working with these students can be challenging both emotionally and physically. We advocate for them, comfort them, calm them down, let them scream and sometimes throw things (we hope not at us). All the while, teaching classroom lessons, conducting counseling sessions, organizing state tests, attending or facilitating meetings, meeting with other students, meeting with teachers, meeting with administrators, meeting with parents, making phone calls, working on paperwork, checking and replying emails. The job can be demanding but small successes make it all worth it!

Elementary Counselors in Penfield have over 500 students on their caseload and have the following roles/responsibilities that are scheduled and expected.

- ◆ Counseling: Individual and Group
- ◆ Classroom lessons
- ◆ Consulting /collaborating with staff, parents, outside service providers
- ◆ Coordinating/implementing programs -DASA, Standardized Testing Program, 504 referrals, New Entrant Screenings, Referrals to Special Education, Records Retention, High School Mentoring Program

Elementary Counselors also respond to immediate needs/crises (TIG situations) as they arise and are constantly prioritizing their duties on a daily basis. It is a job that requires flexibility, patience, and the ability to see the potential in all kids.

**Submitted by:**  
**Meg Matteson**  
**School Counselor, Scribner Road Elem.**



### Middle School Counselors Make Connections



When I sat down to talk with Scott Kazel about what middle school counselors bring to education, the word that kept coming up was “**connections**.” He loves that he can make **connections** with not only students but also teachers, administrators, and parents.

While curriculum drives teachers to educate kids, his focus is on the whole person. He is concerned not only about whether a student can solve math problems but also about whether a student can solve real-life problems and be socially and emotionally successful.

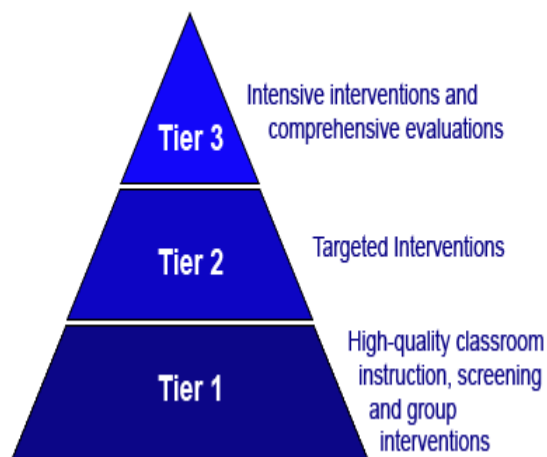
Jokingly, he likens his job with the country of Switzerland. He endeavors to appease everyone on key issues while still advocating for his students. He often needs to walk a fine line between many constituents while keeping an eye on what will be best for the student. Not only do counselors support students, but they are also the first responders for issues that pop up.

Ready with the skills they’ve honed through years of training and experience, they leap into action when a “fire” breaks out. For most adults, their middle school years were packed with angst and self-doubt. In today’s world, pre-teens have even more concerns with which to contend. Social media, complex family structures, growing mental health concerns, and strained peer relationships can create a great deal of stress for today’s youth. School counselors are at the front lines to **connect** with students and help them to make good choices.

He is excited that the new 6<sup>th</sup> grade Personal Development course, facilitated by counselors, is providing more outlets for students to express their feelings and attitudes about topics that usually don’t get officially addressed. Topics they cover in the course include empathy, communication, perspective taking, respectful disagreement, assertiveness, emotional management, and problem solving. He says that the kids have been very receptive to the material and that the 10-weeks are filled with stimulating activities. It’s just another way that counselors are making **connections** with students.

In the future, he is looking forward to the continued development of the Response to Intervention program at Bay Trail. RTI provides a supportive framework both academically and behaviorally that can assist students through a cohesive and **connected** network of interventions.

#### \* Response to Intervention / Integrated Service Delivery





Overall, High School Counselors can all say that we truly love our jobs!

### There are so many JOYS:

- ◆ We get to work with and watch students evolve over 4 years beginning with the transition to middle school all the way to the transition into college/the real world!
- ◆ We get to form very individual connections through one-on-one relationships with students and their family.
- ◆ We feel fortunate that we get to know almost everyone in the building as we interact across grade levels and departments.
- ◆ The feeling when we know that we've contributed and assisted in helping a student become more self-sufficient, independent, and resilient is a feeling that is unmatched.

As much as this is a great role, it is not always easy to define as **no day is ever the same**. You could have your day completely planned out and at 2:30 pm realize that not one thing got completed because a crisis situation took priority. The Counseling Office is often the first phone call for parents.

Sometimes we feel like we play “middle man” between so many people - teachers and students, students and parents, administrator and student, parent and teachers, administrator and students....

### A look at a few numbers:

**50 – 70:** the number of emails received daily

**10:** the approximate number of meetings we have each week

**80+:** number of letters of recommendation each counselor writes when they have seniors.

**1,601:** the number of college applications processed by the counseling office for the class of 2013:

**4:** the average number completed by each student (this includes all seniors, even those applying to one college or not applying to college)

**22:** the largest number of applications completed by one member of the Class of 2012.

**\$1,592,484:** the number of self-reported scholarships our students from the Class of 2013 reported. Most of these require applications, letters, and materials from the counseling office.

### Some funny things teachers might not know:

- ◆ We are sometimes called to the bus loop for students who refuse to get out of the car and come into school! Sometimes we even go on house visits for students refusing to come to school.
- ◆ We've taken ambulance rides with student and there have been times when we've been “stuck” at the hospital waiting for a ride back to school.
- ◆ Our expertise has been called upon to coax a student out of the bathroom or off the floor of the hallway
- ◆ During the spring the drama, or as we say “proma”, related to the upcoming dances, is intense!
- ◆ We have conversations with some parents who call regarding questions on “their” college application – we need to remind them that it is a student responsibility to complete college applications!
- ◆ We make phone calls or sometimes visit students who refuse to “get out from the covers” and leave their room to come to school.

### Some more serious things related to our role:

- ◆ We work with many outside providers related for students related to a variety of mental health issues. These providers include pediatricians, psychologists, psychiatrists, hospitals, and specialists.
- ◆ We serve as the school counselor for out of district students. This means Penfield students placed in settings like Mary Cariola, Norman Howard, Rochester School for the Deaf, BO-CES placements, jail.
- ◆ We have to make some very challenging phone calls: calls to CPS related abuse and neglect, calls to a parent for a suicidal/at-risk student, conversations with probation/parole officers.
- ◆ Many students have felt comfortable “coming out” to their counselor. While this is a significant step, it does present challenges and hurdles.
- ◆ Homelessness. We are very involved in working with families who are homeless. We work to set up immediate needs related to getting the student

school. While this is emotional work it is also quite rewarding to see that student walk across the stage.

- ◆ Death and illness in families. We are often the first phone call when a family member is significantly ill or when a family member has passed away.
- ◆ Throughout the year, we have a number of students who get hospitalized for various reasons (depression, suicide attempt, and illness). We are the liaison between the hospital team and the school.
- ◆ We provide mandated counseling – this means that a student has required counseling as part of their IEP. For all Special Education students we run a transition/parent meeting and attend a CSE meeting.

### Some things which are different about our position:

- ◆ Our time is not protected. We do not have built in planning for our days.
- ◆ We do various evening events, most which are unpaid, - College 101 Night, PTSA presentations, PACE presentations, Summer Orientation, Parent University, 8 à 9 parent night
- ◆ We are required to have 12 additional credit hours beyond our master's degree for school counseling certification. There is no compensation for the advanced coursework above and beyond a master's degree.
- ◆ The delivery of service has changed significantly over the past ten years. In an effort to respect classroom time we have moved away from pushing into classroom time and instead using built in seminar time. Unfortunately, this sometimes means that we have “marathon” days where we run seminars for nine straight periods!
- ◆ The last day of school does not have the same feeling of excitement in the counseling office. As soon as students and teachers are done, we immediately start phone calls for summer school. During the summer we are balancing student schedules, meeting with new students and families to the district, having “jeopardy” meetings with at-risk students, and planning 9<sup>th</sup> grade Orientation.

**Submitted by: Stephanie Dana, Facilitator, PHS School Counseling**

## Grant Opportunities for First Time Home Buyers

Do you believe that buying a home is not in your future? That you would not be able to save up enough money for a down payment? Today, first time buyers have many grant opportunities that are available to help with down payment and closing cost assistance. Imagine: buying your first home with less than \$2,000 in your pocket!

**First Home Club:** this grant program is a savings program. Eligible households apply and enter into the First Home Club program and contribute monthly deposits into a savings account for a minimum of 10 months. For every \$1.00 you contribute, you will receive a \$4.00 match up to a total grant of \$7,500.



**Monroe County Grant:** Eligible households may receive up to \$2,500 for the purchase of their first home that must be located in Monroe County, but outside the city limits.

**City of Rochester Grant:** Eligible households may receive up to \$3,000 for the purchase of their first home that is located within the City of Rochester. There are also additional funds available for purchase of a qualified rehabilitated home within the City of Rochester.

**Employer Grants:** many local employers offer funds to their employees for the purchase of their home as well. Contact your HR representative to see if this is available to you.

As an added bonus there is no requirement to choose just one program! You may use as many grants as you are eligible for. This gives you the potential to have to come up with very little money to purchase that first home and gives you the ability to have instant equity.

Your local lender or non-for profit housing agency can help you determine if you are eligible to participate in these grant programs. If you think you want to take advantage – don't wait! These grants combined with interest rates remaining low gives the first time buyer a great advantage above those purchasing years ago!



For More Information, Please Contact:

**Kate Haywood**  
Business Development Officer  
Family First Federal Credit Union  
(585) 586-8225 x 202



*If you know a business in Penfield that would like to contribute an article for the good of the PEA membership, please ask them to contact the Broadside Editor at: [Broadsidepea@gmail.com](mailto:Broadsidepea@gmail.com)*



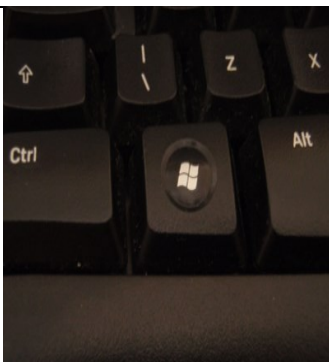
## The Broadside



You may have seen a familiar face on local TV channels recently! Sonia has been interviewed a few times regarding State education issues:

January 26th	WHAM 13	Vote of No Confidence for NYSUT Leadership
February 4th	FOX	Slowdown of the Common Core Learning Standards
	WHAM 13	

## Tech Tip



Hitting the **Window** key on your keyboard (pictured at left) and the “P” key will give you the following screen projection choices:

Computer Only: Will not project what is on your computer

Duplicate: What appears on your screen will project

Extend: You can project the extended screen and not the other  
(Great for taking attendance while the kids are looking at the Smart Board)

Projector Only: Only projects, does not appear on your computer



### Payday Fridays!



Come and kick off the weekend every paycheck Friday with your Penfield colleagues. Enjoy a free wing buffet, drink specials, and all around good company!

When? Paycheck Fridays  
3:00-5:00 PM

Where? The Back Nine Grill  
3500 East Avenue  
Rochester



### Coffee Corner

In each edition, we will pose a question to our membership in this column. The first 2 people to respond to broadsidepea@gmail.com will each win a \$10 Starbucks Gift Card.

***What is the most important lesson your students taught YOU?***

Last edition's question:

*What is the best way a student has ever shown their appreciation for what you have taught them?*

### Winners

*"As a school nurse, the best appreciation for teaching something is to put into action changes in behavior that have been learned! As simple as washing hands after using the bathroom to as complex as making wise choices as kids get older."*

**Sue Wilson, RN School Nurse at Charles Finney School**

*"The best way I receive appreciation is when former students not only come back and visit, but take me for coffee to talk about their lives!!"*

**Bonnie H. Shortino, Social Studies, PHS**



Please remember to notify our Treasurer, Mike Pray, and the District Office of Address or Name Changes

**HELLO**  
my name is





**A**re you looking to book that incredible vacation you've always dreamed about, map out that important business trip you need to take or rent a vehicle for an upcoming excursion?

NYSUT Member Benefits offers a variety of endorsed discount travel programs that allow you to do each of these while saving money at the same time!

### Travelzoo

Save up to 65% at top restaurants, luxury spas, museums, and other locations with one of the newest NYSUT Member Benefits Corporation-endorsed programs -- Travelzoo.

Travelzoo also offers getaways that include stays at the finest inns, hotels and resorts across the U.S. combined with exclusive hotel perks and amenities to give guests an added bonus to complete their stay. Please note that many of these deals are offered for a limited period of time.

### Grand Circle Corporation

One of our newest Member Benefits Corporation-endorsed programs is provided by Grand Circle Corporation, which offers a variety of group tour vacations designed specifically for American travelers over 50 years old.

Grand Circle Corporation -- which includes Grand Circle Travel, the award-winning Grand Circle Cruise Line, Overseas Adventure Travel, and Grand Circle Small Ship Cruises -- is committed to providing international travel, adventure and discovery opportunities that offer impactful and intercultural experiences.

NYSUT members & their family members can either save \$100 per person on their trip or travel for free if they gather at least 10 paying travelers for a group tour.

### Wyndham Hotels & Endless Vacation Rentals

If you're on the hunt for savings, look no further than the NYSUT Member Benefits Corporation-endorsed travel program offered by Wyndham Hotels & Endless Vacation Rentals.

NYSUT members enjoy savings of up to 20% at nearly 7,000 participating hotels among 17 hotel brands with Wyndham Worldwide and savings of 25% at more than 200,000 vacation rentals in 100 countries with Endless Vacation Rentals.

Wyndham Hotels has the right hotel for you at the right price -- whether it's an upscale hotel, all-inclusive resort or something more cost-effective.

With Endless Vacation Rentals, NYSUT members can save on beautiful resort condos, villas, homes, and cottages that provide space and flexibility ideal for families and groups of friends traveling together.

### Car & Truck Rentals

Do you need to rent a vehicle as part of your next trip? NYSUT members can get discounted rates on passenger car rentals with the following companies: Alamo, Avis, Budget, Enterprise, Hertz, and National. You can also receive 20% off local or one-way truck rentals from Budget Truck Rental.

Learn more about these endorsed programs -- including how to access discounts, unique website codes and website links -- by contacting Member Benefits at **800-626-8101** or visiting **[memberbenefits.nysut.org](http://memberbenefits.nysut.org)**.





*Imperial Sugar refinery explosion*

## This Month in Union History

2008: thirteen workers are killed, 42 injured in a dust explosion at an Imperial Sugar refinery in Port Wentworth, Georgia. Investigators found that the company had been aware of dangers for years but had not acted on them.

1957: Hockey players formed the NHL Players Association in New York City after owners refuse to release pension plan financial information. The union was busted when owners transferred key activists, but it successfully re-formed ten years later.



### GET SUBS EARLY IF POSSIBLE!

Despite any efforts on the part of the District to increase our pool of substitutes, this is cold and flu season and sometimes it is hard to secure subs without calling them early.



### What You Can Do To Support Negotiations

Show solidarity by wearing your new black PEA t-shirt on "Solidarity Days". You'll receive an email about the one day a month that we will all show our unity and commitment to a fair contract.

#### Solidarity Days for February and March:

- ⇒ Friday, February 28th
- ⇒ Friday, March 14th
- ⇒ Friday, March 21st



**Wear Your PEA Shirt to the Benefits Fair!**

### (Almost) Roving Reporters Needed!

Are you one of those people who always knows "what's what" in your building? Would you like to share the interesting things your colleagues do in their classrooms? Then the Broadside needs you! We are looking for members to be our ears and eyes on the ground. If you're interested, please let me know with an email:

[broadsidepea@gmail.com](mailto:broadsidepea@gmail.com)

Thanks!

Sue Mietus, Broadside Editor

The Next Broadside Deadline

Wednesday, April 2nd

## Keep Laughing....

